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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
09/682,522	09/14/2001	David Cooper	200-1025 DBK	2619
28395	7590	01/18/2006	EXAMINER	
BROOKS KUSHMAN P.C./FGTL 1000 TOWN CENTER 22ND FLOOR SOUTHFIELD, MI 48075-1238			KRISCIUNAS, LINDA MARY	
			ART UNIT	PAPER NUMBER
			3623	

DATE MAILED: 01/18/2006

Please find below and/or attached an Office communication concerning this application or proceeding.

Office Action Summary	Application No. 09/682,522	Applicant(s) COOPER ET AL.	
	Examiner Linda Krisciunas	Art Unit 3623	

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) OR THIRTY (30) DAYS, WHICHEVER IS LONGER, FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) ☒ Responsive to communication(s) filed on 27 December 2005.
- 2a) ☒ This action is **FINAL**. 2b) ☐ This action is non-final.
- 3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) ☒ Claim(s) 1-22 is/are pending in the application.
- 4a) Of the above claim(s) _____ is/are withdrawn from consideration.
- 5) ☐ Claim(s) _____ is/are allowed.
- 6) ☒ Claim(s) 1-22 is/are rejected.
- 7) ☐ Claim(s) _____ is/are objected to.
- 8) ☐ Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) ☐ The specification is objected to by the Examiner.
- 10) ☐ The drawing(s) filed on _____ is/are: a) ☐ accepted or b) ☐ objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
- a) ☐ All b) ☐ Some * c) ☐ None of:
1. ☐ Certified copies of the priority documents have been received.
2. ☐ Certified copies of the priority documents have been received in Application No. _____.
3. ☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).
- * See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- | | |
|--|---|
| 1) <input type="checkbox"/> Notice of References Cited (PTO-892) | 4) <input type="checkbox"/> Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____ |
| 2) <input type="checkbox"/> Notice of Draftsperson's Patent Drawing Review (PTO-948) | 5) <input type="checkbox"/> Notice of Informal Patent Application (PTO-152) |
| 3) <input type="checkbox"/> Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date _____ | 6) <input type="checkbox"/> Other: _____ |

DETAILED ACTION

The following is a Final Office Action in response to the applicant's amendments filed December 27, 2005. The examiner's last name has changed from Morawski to Krisciunas. The applicant is traversing all the rejections.

Response to Arguments

The applicant has chosen not to amend any of the claims 1-22. Upon consideration of the traverse of claims 1-22, the arguments are considered and are deemed not persuasive.

1. With respect to claims 1, 3-18 and 20, Cirinna teaches an employee identification credential in paragraph 13: "an interactive Internet website that enables only the employees of the identified company to access and interact with the electronic information system" where the identification credential is inherent such that the employee would need an identification credential to access the employee only website. The use of a client computer is inherent as well with respect to paragraph 13: "an information database containing data related to the identified company". If there is a company database it would inherently have to reside on a computer. The system would also inherently require an employee name and function per paragraph 13: "an application to identify each of the employees accessing the system, wherein the system configures the interactive Internet website based on each employees' identity". The employee identity would consist of their name and department which would encompass their function (ie marketing, manufacturing etc). Additionally, the employee's credentials

are pulling data about the employee to configure the website specifically for that employee.

2. With respect to claims 2-19 and 21-22, the applicant argues that Cirinna does not teach a management employment function attribute associated with the employee identification credential. Additionally, the applicant argues that Cirinna does not teach user authentication and has no way of distinguishing one type of user from another. See paragraph 50: "A rules personalization application (112) is used to provide the rules for the presentation of web pages. An authentication application (114) is used for security as well as to develop customer/employee profiles. The authentication application is used to identify the employee and determine the extent of access to the various applications and data stored on the system. A customer care application (116) is used to manage customer/employee issues. A sales force automation application (118) is used to provide sales force personnel with tools, such as contact management and scheduling. A marketing automation application (120) is used to deliver personalized messages to customer/employees via the website, e-mail, etc. A chat/instant messaging application (122) is also used to allow employees to communicate directly with each other, specific partners, or others similarly interested. Additionally, each front office application may have its own specific data model and database." The fact that the system provides user profiles on each employee indicates that information as to position in the company would be encompassed in this profile. Additionally, the fact that the authentication module allows access to certain information and not everything indicates

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that the website is configured for the person with respect to their function (department and level in the company).

3. With respect to claim 17, the applicant argues that Cirinna does not teach determining the subordinate employees of an employee manager. See paragraph 25: "providing job function or industry specific tools to employees. Tools are resources that assist an employee in performing their job, such as providing an employee with information, goods or services. The scope of tools that may be provided to employees is virtually limitless." Since it has already been established that the system provide custom websites depending on the user, this additional feature provides tools to the employee that has logged into the system. One of the tools that a manager would need is an organizational chart or at least a listing of the employees that report to him/her. Therefore Cirinna does teach determining subordinate employees of a manager.

Claim Rejections - 35 USC § 102

4. The following is a quotation of the appropriate paragraphs of 35 U.S.C. 102 that form the basis for the rejections under this section made in this Office action:

(e) the invention was described in (1) an application for patent, published under section 122(b), by another filed in the United States before the invention by the applicant for patent or (2) a patent granted on an application for patent by another filed in the United States before the invention by the applicant for patent, except that an international application filed under the treaty defined in section 351(a) shall have the effects for purposes of this subsection of an application filed in the United States only if the international application designated the United States and was published under Article 21(2) of such treaty in the English language.

5. Claims 1, 3-18 and 20 are rejected under 35 U.S.C. 102(e) as being anticipated by Cirinna et al (US2002/0173973).

As per claim 1, Cirinna teaches a website to retrieve an employee identification credential from a client computer in response to the client's HTTP request (paragraph 13), where the employee credential includes an employee name and function attribute (58); present human resource information and services to the client (claim 11), at least one of which is access to the employee's personal data of record (76) which are based upon the employee identification credential (76); and receive input from the client updating the employee's personal data of record (claim 17, perform employment-related function).

As per claim 3, Cirinna teaches the human resource information and services presented additionally comprise employment benefits information and services (76, benefits).

As per claim 4, Cirinna teaches one of the employment benefits services comprises an interactive retirement earnings estimation (76, compensation and employee data).

As per claim 5, Cirinna teaches the employment benefits information comprises the employee's total compensation (76, compensation).

As per claim 6, Cirinna teaches the human resources information and services additionally comprise employee compensation information of record (76, employee data).

As per claim 7, Cirinna teaches the human resource information and services presented additionally comprise vehicle lease and purchase information and services (76, employee discounts).

As per claim 8, Cirinna teaches the vehicle purchase service comprises an interactive vehicle lease and purchase transaction (76, online benefits).

As per claim 9, Cirinna teaches the human resource information and services comprising life events and support information (76, benefits).

As per claim 10, Cirinna teaches the human resource information and services comprise management information and services which are presented to employees having an employee identification credential containing a management employment function attribute (76, workforce management).

As per claim 11, Cirinna teaches the information comprises employee data for all subordinates to the manager accessing the website (76, workforce management).

As per claim 12, Cirinna teaches additional configuration to receive input updating a subordinate employee's job data (70, personnel management).

As per claim 13, Cirinna teaches the information and services comprise professional development information and services (76, training).

As per claim 14, Cirinna teaches professional development information comprises employee education and training class information and schedules (70, training).

As per claim 15, Cirinna teaches the professional development services comprise interactively registering an employee for an employee education or training class (76, web seminars).

As per claim 16, Cirinna teaches the professional development information comprising an employee's education training history (76, training).

As per claim 17, Cirinna teaches presenting an employee manager with the training history of all the manager's subordinates (70, training).

As per claim 18, Cirinna teaches the information and services comprise employment policy and program information (70, knowledge).

As per claim 20, Cirinna teaches a server connected to a human resource database and serving the website to a plurality of client computers via a network (paragraph 12-13), the server configured to: retrieve employee identification credential from a client computer in response to a client's HTTP request at the human resource website wherein the credential includes an employee name and role attribute (paragraph 43 and (76)); serve human resource information and services to the client, at least one of which comprises access to the employee's personal information record (Figure 3) wherein the information and services are presented based upon the credential (paragraph 43); and receive input from the client updating the personal information record (76).

Claim Rejections - 35 USC § 103

6. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

7. Claims 2 and 21 are rejected under 35 U.S.C. 103(a) as being unpatentable over Cirinna.

As per claims 2 and 21, Cirinna does not explicitly teach a cookie that contains the employee identification credential (Official notice is taken that both the concept and the advantage of utilizing a cookie with an interactive website is well known and expected in the art. It would have been obvious to one of ordinary skill in the art at the time of the invention to use a cookie in conjunction with an interactive website to facilitate the storage and retrieval of information).

8. Claims 19 and 22 are rejected under 35 U.S.C. 103(a) as being unpatentable over Cirinna in view of Wagorn et al (US 2002/0002509).

As per claim 19 and 22, Cirinna does not explicitly teach a server redirecting based upon language attribute to another information site in the designated language of the attribute. Wagorn teaches that it is known to use a central database which diverts to another database in a different language based upon information submitted by the user (see Figure 4 and paragraphs 146-148) for the purpose of accommodating the language preference of the user. Wagorn is an analogous art in that it also teaches web services that access databases based upon the user input. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to modify the web system of Cirinna with the language adaptability system of Wagorn for providing the information in the user preferred language.

Conclusion

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Linda Krisciunas whose telephone number is 571-272-6931. The examiner can normally be reached on Monday through Friday, 6:30 am to 3:00 pm.


If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq Hafiz can be reached on 571-272-6729. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free).

LMK



January 10, 2006



SUSANNA M. DIAZ
PRIMARY EXAMINER

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